

Understanding Your Strengths: Personality Styles

What are you good at?

That is a question we all want to know about ourselves, as well as the question that occasionally comes after it: What aren't you good at?



- Understanding your strengths in the workplace is an important part of being self-aware and taking control of your career. Knowing your strengths and how to grow them can help you find a line of work that you will enjoy while also enabling you to hone your skills in the areas most relevant to your career path.
- You should regularly practice identifying your strengths to recognize the environments that help you thrive and seek out those situations. Your skills, personality traits and experiences all contribute to your strengths in different areas and could make you better suited for some professions or work environments than others.
- Identifying your strengths can be challenging because it requires you to assess your skills from an outside perspective. Understanding your values, strengths and interests is often a lifelong process.

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- To recognize your strengths and understand how they influence your work; you must spend time collecting information about when and how you succeed. There are many different methods for learning about your strengths.

Use these steps as a guide for identifying your strengths at work:

Listen to feedback.

- You can develop a more accurate self-perception by listening to what others have to say about you and your work. One of the most reliable sources for what you do best is the opinions of people who work with you regularly.
- Take notes and write down questions as you listen to feedback. Writing notes keeps your hands busy, keeps your focus on listening for the purpose of capturing information and could help you from becoming emotional.
- Writing questions also helps shape a productive discussion after your evaluator finishes giving you feedback.



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Consider your passions.



Think about what you most enjoy doing and spend time practicing those activities, paying extra attention to the broad skills that you use during each activity.

- While some people are naturally talented in certain areas, anyone can grow their strengths with time.
- It can be a hobby you have, a cause you believe in, or even an abstract idea like competition or making a difference in other people's lives. Just make sure it is something you are genuinely passionate about, something you know a bit about, and something you are actively engaged in.

Pay attention to when you are most productive.

- Make a list of when you feel the most focused, and consider what characteristics motivate you during those times.
- Conversely, if you notice that time drags on during certain tasks, think about what makes you feel less motivated so that you can either avoid those situations or actively try to grow those skills.



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- Focus on being present in your work to notice small details and produce high-quality results. If you are finding it challenging to be present, look for things that could be impacting your focus.
- When your work requires you to have strong attention to detail, it is best to close your email and silence or turn off your phone. This will minimize distractions and allow you to give your full attention to what you are working on.
- Multi-tasking impacts your ability to give your full and undivided attention to any project that you are working on. Focus on one task at a time to give each project your complete attention.

Ask others directly



- Seek out opinions from a variety of different sources, such as a manager, a co-worker or even someone you supervise. People who work with you in different capacities will be able to point out your strengths and give concrete examples with valuable context.
- While you may be able to get a good idea of your strengths by paying close attention to feedback, asking your friends or colleagues about your strengths can give you additional insights that you may not have noticed otherwise.

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- Consider asking others to write a list of your key strengths in the workplace, then looking for commonalities on those lists to identify your most prominent workplace strengths.

Take a personality test.

There are many personality tests based specifically on workplace strengths that can help you choose a career path that will suit your natural talents and interests.



Seek out new experiences



Regularly seek out professional development opportunities and take risks by asking to collaborate on projects outside of your usual skillset. You can seek out new experiences by taking classes, asking co-workers if you can shadow them, learning new technical skills and taking on leadership roles in new areas.

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